GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA

UNSTARRED QUESTION NO:1269
ANSWERED ON:03.03.2016
Harmonisation of Pay Scales
Fatepara Shri Devajibhai Govindbhai;Mahtab Shri Bhartruhari

Will the Minister of CIVIL AVIATION be pleased to state:

(a) whether the Government has harmonised pay scales, emoluments and working hours of the staff of the erstwhile Indian Airlines and the Air India after their merger;

(b) if so, the details thereof and if not, the reasons therefor along with the time by which the Government is likely to harmonise their pay scales,
emoluments and working hours;

(c) whether the Government has received representations/requests from various quarters including employees" union since merger of both the
entities in this regard;

(d) if so, the details thereof along with the action taken/being taken by the Government on such representations/ requests so far; and

(e) the other steps taken/being taken by the Government for harmonisation of pay scales, emoluments and working hours of the staff of erstwhile Indian Airlines and Air India?

Answer

Minister of State in the Ministry of CIVIL AVIATION
(Dr Mahesh Sharma)

(a) & (b): Yes, Madam. A Committee headed by Justice DM Dharmadhikari, was constituted to address the various Industrial Relations issues including pay/wage rationalization, pursuant to amalgamation of both the erstwhile airlines (Air India & Indian Airlines). The Justice Dharmadhikari Committee (JDC) submitted its report to the Government of India on 31.01.2012, which was accepted by the Government on 12.06.2012. The Committee recommended uniformity in
the pay scales in line with DPE guidelines for all categories of employees except the licenced categories (Pilots & Engineers), for which a separate Cabinet approval was obtained for payment of certain flying/ licence allowance.

Subsequently an Implementation & Anomaly Rectification Committee, (IARC), was constituted vide notification dated 19.06.2012 to look into the implementation of the Justice Dharmadhikari Committee Report.

Except for Service Engineers and Cabin Crew, the recommendations of JDC report have been implemented for most of the categories of employees of Air India (AI). AI constituted a committee to harmonize shift timings. The report of Committee was sent to all Region for implementation. It has been
implemented in Eastern and Northern Region. Western and Southern Region have not implemented the same due to court cases.

(c) to (e): Various representations received from employees and employees unions on Revised Pay and Allowances, are referred to the Implementation & Anomaly Rectification Committee constituted by the Government to look into the grievances of employees and employees
union.